



MINUTES OF THE BOARD OF SUPERVISORS  
COUNTY OF LOS ANGELES, STATE OF CALIFORNIA

Violet Varona-Lukens, Executive Officer  
Clerk of the Board of Supervisors  
383 Kenneth Hahn Hall of Administration  
Los Angeles, California 90012

Acting Director of Public Works  
Affirmative Action Compliance Officer

At its meeting held January 18, 2005, the Board took the following action:

4

The following statement was entered into the record for Supervisor Molina:

“Under the guidance of the Office of Affirmative Action Compliance (OAAC), the Department of Public Works has formulated a corrective action plan to improve employees’ well-being and promote a positive culture change within the department. The corrective action plan calls for the creation of an Ombudsman position that would report directly to the Chief Deputy Director of Public Works. The Ombudsman will be tasked with overseeing all employment discrimination complaint investigations. In light of the inadequacies existing within the Department of Public Works in responding to and investigating complaints regarding sexual harassment and employment discrimination, the Board of Supervisors has a duty to ensure that future complaints and investigations are handled appropriately and additional independent oversight should be required under the corrective action plan.

“I therefore recommend that the Board take the following actions:

1. Instruct the Acting Director of Public Works to transfer the responsibility from the Department of Public Works to the Office of Affirmative Action Compliance for recruiting and hiring of the Ombudsman position who will be tasked with overseeing all employment discrimination complaint investigations and reporting directly to the Affirmative Action Compliance Officer rather than the Chief Deputy Director of Public Works; and
2. Instruct the Affirmative Action Compliance Officer to provide quarterly reports to the Board on the complaints and investigations handled by the Ombudsman.”

(Continued on Page 2)

4 (Continued)

Supervisor Knabe made a suggestion that Supervisor Molina's recommendation be amended to additionally instruct the Affirmative Action Compliance Officer to review the aforementioned corrective action plan by December 31, 2005 in order to determine if quarterly reports would continue to be necessary. Supervisor Molina accepted Supervisor Knabe's amendment.

Therefore, on motion of Supervisor Knabe, seconded by Supervisor Molina, unanimously carried, Supervisor Molina's foregoing recommendation, as amended, was adopted.

06011805\_4

Copies distributed:

- Each Supervisor
- Chief Administrative Officer
- County Counsel
- Director of Personnel